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29 April 1953

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MEMORANDUM FOR: Chairman, OGS  
Career Service Board

FROM: Chairman, CIA Career Service Board

SUBJECT: Process of Selecting New Career Employees

1. At its meeting on 23 April 1953, the CIA Career Service Board considered a report by the Professional Selection Panel concerning the process of selecting new career employees. The Board decided to refer the report to the individual Career Service Boards for comment. The report and the comments of the various Office and Senior Staff Career Service Boards will be considered by the CIA Career Service Board at its next meeting.

2. The attached copy of the Professional Selection Panel's report is forwarded to you for consideration and comment. Your Career Service Board is asked to comment, specifically, on the conclusions stated in paragraph 3, a through f. These conclusions, if adopted by CIA as basic policy, might be far-reaching in their total impact since, in addition to affecting the process of selecting new employees, they could influence Career Benefits, Reduction in Force procedures, Selection-out techniques, preferences for assignments and, in fact, the entire career concept of CIA.

3. You are requested to send your recommendations to the Executive Secretary of the CIA Career Service Board (Room 200, North Building) not later than 12 May.

FOR THE CIA CAREER SERVICE BOARD:

/s/ Lyman Kirkpatrick

LYMAN B. KIRKPATRICK  
Chairman

Attachment